



# did you know?

## Title VI Matters

DDOT's **Title VI/Nondiscrimination program** requires the agency, and any of its contractors and subcontractors to ensure compliance with Title VI of the Civil Rights Act of 1964, 29 CFR Part 21, and related statutes and regulations. The **Title VI/Nondiscrimination program** requires assurances that no person shall be excluded from participation in or denied the benefits of any DDOT program or activity on the basis of race, color, national origin, sex, age, and disability, these assurances extend to contractors as well.

*For Example:*

A recipient public housing authority contracts with a residential management company for the management and oversight of a public housing building. Employees of the contractor reject prospective tenants based on their race, color, or national origin. The recipient is liable under Title VI for the contractor's actions as the contractor is performing a program function of the recipient.

What other statutes and regulations are a part of the Title VI Program?

- Language Access Program for Limited English Proficient individuals
- Environmental Justice
- Age Discrimination Act of 1975 (Age)
- Section 162 (a) of the Federal-Aid Highway Act of 1973 (23 USC 324) (Sex)
- Section 504 of the Rehabilitation Act of 1973 (Disability)

The District Department of Transportation has developed a Title VI Implementation Plan which further highlights and outlines the agency's dedication to maintaining a program that is nondiscriminatory. DDOT maintains high expectations for any contractors or subcontractors on DDOT projects as it pertains to nondiscrimination.





## How can you ensure compliance under Title VI?

- Maintain regular contact with DDOT's Office of Civil Rights and DDOT's Title VI Coordinator.
- Consider how the selection of and retention of subcontractors, including procurement of materials and leases of equipment may disproportionately impact certain groups based on race, color, sex, disability, or national origin.
- Conduct periodic reviews of programs and activities to ensure that they are administered in a nondiscriminatory manner.
- In all solicitations for work to be performed under subcontracts, be sure to include language notifying the potential subcontractor or supplier of the contractor's obligations under the contract.
- Cooperate with DDOT's Office of Civil Rights by responding to requests for information in a timely and thorough manner.
- Permit access to any books, records, accounts and other sources of information, and to your company's facilities as may be determined by DDOT or FHWA to be pertinent to ascertain compliance with the Title VI Program.

## Contacting the Office of Civil Rights

For more information about the Title VI program please contact the Office of Civil Rights.

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